

SECTION 11.43 GRIEVANCE PROCESSING STEPS: EXECUTIVE BRANCH (EXCLUDES REGENTS AND CBC)  
New: 06/14

NON-CONTRACT

Written Reprimands	Suspension, Reduction in Pay, Demotion and Discharge	Non-Disciplinary Issue
1). Supervisor	1). Bypass Steps 1 and 2	1). Supervisor
2). Management Representative	2). Bypass Steps 1 and 2	2). Management Representative
3). DAS-Labor Relations	3). DAS-Labor Relations	3). DAS-Labor Relations
4). PERB	4). PERB	4). PERB

AFSCME\*

Written Reprimands and other Discipline Except Suspension and Discharge	Suspension and Discharge	Non-Disciplinary Issue
1). Appointing Authority or designee	1). Bypass Step 1	1). Appointing Authority or designee
2). DAS-Labor Relations	2). DAS-Labor Relations	2). DAS-Labor Relations
3). GRIP	3). GRIP	3). Arbitration
4). Arbitration	4). Arbitration	

\*AFSCME grievances regarding the following begin at the step noted:

- Denial of union leave due to substantial hardship may be appealed directly to arbitration.
- The order of layoff shall begin at Step 2.
- A change to a permanent work schedule shall begin at Step 2.
- The denial of vacation shall begin at Step 2.
- Modification to an existing attendance policy or a newly-created attendance policy shall begin at Step 2.

IUP\*\*

Written Reprimands and Other Discipline Except Suspension and Discharge	Suspension and Discharge	Non-Disciplinary Issue
1). Supervisor	1). Bypass Steps 1 and 2	1). Supervisor
2). Appointing Authority or Designee	2). Bypass Steps 1 and 2	2). Appointing Authority or Designee
3). DAS-Labor Relations	3). DAS-Labor Relations	3). DAS-Labor Relations
4). Arbitration	4). Arbitration	4). Arbitration

SPOC\*\*\*

Written Reprimands and other Discipline Except Suspension or Discharge	Suspension or Discharge	Non-Disciplinary Issue
1). Immediate supervisor or appropriate department representative	1). Bypass Steps 1 and 2	1). Immediate supervisor or appropriate department representative
2). Appropriate Department Designee	2). By-pass Steps 1 and 2	2). Appropriate Department Designee
3). DAS-Labor Relations	3). DAS-Labor Relations	3). DAS-Labor Relations
4). Arbitration	4). Arbitration	4). Arbitration

\*\*IUP grievances regarding the following begin at the step noted:

- Denial of union leave due to substantial hardship may be appealed directly to arbitration.
- The order of layoff shall begin at Step 3.

\*\*\*SPOC grievances regarding the following begin at the step noted:

- Denial of council leave due to substantial hardship may be appealed directly to arbitration.
- The order of layoff shall begin at Step 3.